

Pall SAS and Pall Exekia

Gender Pay Gap report 2023

Pall Corporation and Pall's entities in France prioritize Diversity and Inclusion. It is a fundamental axis of the Human Resources strategy, with the equality of pay between men and women being a key area of focus.

As a result of Pall's commitment, the results of the Gender Pay Gap report 2023 at Pall SAS, our sales and service organization, is 77 out of 100.

Regarding Pall Exekia, our plant, given the company's typology, the legal formulas cannot be applied, and the result is considered as incalculable.

About the Gender Pay Gap Report:

Each year, French companies with 50 or more employees must publish their Gender Pay Gap report score. If the score is less than 75 out of 100 (maximum score), the company has three years to increase their scores to an acceptable level.

The index includes the following main indicators that assess inequalities:

- Measurement of the existing pay gaps between women and men within the company
- The differences in the rate of individual increases between women and men
- Women's salary increases after returning from maternity leave
- Gender balance within the top ten salaries of the company.

Diversity and inclusion underpin our core values and we are dedicated to building and sustaining a truly diverse and inclusive culture.

This includes steps to encourage a flexible diverse workforce at all levels of the organization.